



## Recommendation for Action

**File #: 22-1473, Agenda Item #: 5.**

3/24/2022

### Posting Language

Approve an ordinance amending the Fiscal Year 2021-2022 Aviation Department Operating Budget Airport Operating Fund (Ordinance No. 20210811-001) to recognize additional revenue in the amount of \$2,268,614, increase appropriations in the amount of \$2,268,614, and increase the number of authorized positions by 80 full-time equivalents to provide additional staff to support the rapid and unprecedented increase in passenger and aircraft traffic at the Austin-Bergstrom International Airport.

### Lead Department

Aviation.

### Fiscal Note

Funding in the amount of \$2,268,614 is available in the Fiscal Year 2021-2022 Aviation Department Operating Budget Operating Fund. Additional Aviation Department revenue in the amount of \$2,268,614 due to increased airport traffic is also recognized. A fiscal note is attached.

### For More Information:

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### Additional Backup Information:

This budget amendment is to provide resources and staff for the Aviation Department to support the operation of Austin-Bergstrom International Airport (AUS). AUS is experiencing unprecedented growth in both international and domestic air service as several airlines have recently added new services and new destinations. AUS will serve 40% more passenger seat capacity this summer compared to the same period in 2019. Continued growth in the number of passengers traveling through the airport has created a need for additional staffing to maintain safe and secure 24/7 coverage to manage the increase in frequent peak travel periods throughout the day. The high volume of passenger activity within the current facilities also requires a higher responsiveness to maintain standards of service. This is exacerbated during special events and the summer and holidays travel season.

This action will increase appropriation and the number of authorized positions by 80 full-time equivalents to ensure 24/7 coverage to support additional flights. The positions will be funded from the Aviation budget with no impact to the City's General Fund. Details include:

- Of the 80 total positions, 50 are frontline positions comprised of security, maintenance, custodial, guest services, operations, and technical positions.
- The additional staffing will allow 50 temporary employee positions to change to full-time positions to ensure retention.
- 18 are manager and supervisor positions to ensure 24/7 supervisory coverage to support the Aviation operation
- 12 positions will support the Airport Expansion and Development Program (AEDP) comprised of project manager, project assistant, project coordinator, and program managers.

The total fiscal impact for adding 80 new positions to the Aviation Department is \$7,635,633. For this amendment, the Fiscal Year 2022 (FY22) fiscal impact is \$2,268,614 and reflects the number of temporary positions converting to permanent, job posting, and hiring anticipated through the remainder of the year. The annualized cost, or increment, for these new positions is \$5,367,019 and will be included as part of the Fiscal Year 2023 (FY23) budget development. Additionally, based on an analysis of revenue realized year-to-date, Aviation is projecting additional revenue from increased airport traffic beyond what was budgeted for FY22. This amendment recognizes this additional revenue and appropriates the amount needed to fund these personnel costs for the remainder of FY22.

The Aviation Department has reached the limits of what is manageable with its current staffing levels. It is imperative to establish the needed long-term structure and staffing plan to accommodate the remarkable growth that has already occurred and is predicted to continue. As AUS advances to a large airport, the need has increased for airport planning and development, along with dedicated staff for airport programs and compliance with federal, state, and local regulations. Implementation of the AEDP will require extensive internal and external management and coordination efforts due to the extent of the program.

**Strategic Outcome(s):**

Mobility, Safety.